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GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Home

Home—General Division

Notification

2/9/2022/HD(G)/659

In exercise of the powers conferred by sub-clause (v) of clause (a) of sub-section (1) of section 2 of the Goa Essential Services Maintenance Act, 1988 (Goa Act No. 20 of 1989), the Government of Goa being of opinion that strikes in manufacturing, packaging, distribution and transportation of pharmaceutical products and components thereof, would prejudicially affect the maintenance of supplies and services necessary for the life of the community and would result in the infliction of grave hardship on the community, hereby declares the sector of manufacturing, packaging, distribution and transportation of pharmaceutical products and components thereof to be an essential service for the purposes of the said Act.

By order and in the name of the Governor of Goa.

Vivek K. Naik, Under Secretary (Home-I).

Porvorim, 16th June, 2023.

Department of Power

Office of the Chief Electrical Engineer

Notification

185/EA2003/CEE/TECH/COM

In exercise of the powers conferred by sub-section (1) of section 152 of the Electricity Act, 2003 (Central Act No. 36 of 2003) the Government of Goa hereby authorizes all Superintending Engineers (Electrical) and Executive Engineers (Electrical), for the purposes of said sub-section (1) of section 152 of the said Act.

This notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

Stephen Fernandes, Chief Electrical Engineer & ex officio Addl. Secretary.

Panaji, June, 2023.

Notification

185/EA2003/CEE/TECH/COM

In exercise of the powers conferred by sub-section (2) of section 135 of the Electricity Act, 2003 (Central Act No. 36 of 2003) (hereinafter referred to as the "said Act"), the

Government of Goa hereby authorizes all Superintending Engineers (Electrical), Executive Engineers (Electrical), and Assistant Engineers (Electrical) for the purposes of said sub-section (2) of section 135 of the said Act.

This notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

Stephen Fernandes, Chief Electrical Engineer & ex officio Addl. Secretary.

Panaji, June, 2023.

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Directorate of Skill Development
& Entrepreneurship

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Notification

3/1675/ATS/2023/GCMATS-GE/780

The following Policy is approved by the Government of Goa and has to be published for general information of public and shall come into force from date of publication in the Official Gazette.

“Policy for Government Establishments to increase the employability of the youth of Goa and to encourage participation of Government and Public Sector Establishments, in line with Apprenticeship Training Scheme for Apprentices of Goan youth, who are having fifteen years residence in the State of Goa”.

1. *Introduction.*— The Apprentices Act, 1961 was enacted with the objective of regulating the program of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training. Ministry of Skill Development and Entrepreneurship is the administrative ministry responsible for implementation of the Act.

The Apprentices Act, 1961 makes it obligatory for employers to engage apprentices in all categories of Apprentices.

Directorate General of Training (DGT) under Ministry of Skill Development & Entrepreneurship, Government of India monitors the implementation of the scheme of apprenticeship training. State Apprenticeship Advisers monitors the Scheme in State Government Undertakings and Private Establishments.

2. *Short title and commencement.*— (a) This Policy may be called “Goa Chief Minister’s Apprenticeship Policy for Government Establishment—2023”.

(b) It shall come into force from the date of its publication in the Official Gazette.

3. *Definitions.*— In this Policy, unless the context otherwise requires,—

a) “Apprentice” means an Apprentice as defined in the Apprentices Act, 1961 (Act No. 52 of 1961) and will include those in Government Departments.

b) “Establishment in Public Sector” means as defined in the Apprentices Act, 1961 (Act No. 52 of 1961); and will also include Government Department.

c) “Month” shall mean calendar month.

4. *Current status.*— Directorate of Skill Development & Entrepreneurship being the State Apprenticeship Advisor (SAA) has initiated special drive to bring maximum number of Government establishments, Autonomous Establishments and Public Sector Establishment under the ambit of Apprenticeship Training. However, the establishments have not shown interest in implementing the provision of the apprentice engagement. Considering this situation, the State Government has decided to motivate the Government Establishments to initiate the Apprentice Engagement in various sectors by facilitating Government Establishments for Apprentice Engagement through Goa Chief Minister’s Apprentice Policy.

5. *Objective of the Policy.*— The main objective of the Policy is for Government Establishment to increase the employability of the youth of Goa and to encourage

participation of Government Establishments and Public sector in line with Apprenticeship Training Scheme for those youth having fifteen years residence in Goa.

6. *Potential available for apprenticeship training.*— There are a large number of Government Establishments where training facilities are available but these facilities have not been fully utilized compared to the size and rate of growth of economy of India. The performance of Apprenticeship Training is not satisfactory and a large number of training facilities available in the Government Establishments are under utilized depriving unemployed youth of Goa to avail the benefits of Apprenticeship Training. There is a huge potential in Apprenticeship Training which remains untapped.

Apprenticeship training provides for an industry-led, practice-oriented and efficient mode of formal training and as such strengthening of apprenticeship training needs to be given a high priority.

The State Government has decided to motivate the youth of Goa and the Government Establishments to initiate the Apprentice Engagement through Goa Chief Minister's Apprentice Policy for Government Establishment-2023 keeping in view the importance of Apprenticeship Training, the same Policy is approved by the competent authority for "Chief Minister's Apprenticeship Policy for Government Establishment-2023".

7. *Scope of the policy.*— This Policy is applicable to all the State Government Establishments/Autonomous bodies/Public Sector Undertaking included under the provisions of the Apprentice Act-1961 including Government Departments. These entities shall register on the portal <https://www.apprenticeshipindia.gov.in> and be under the jurisdiction of State Apprenticeship Advisor. It is resolved that the following benefits will be given to the apprentices:—

i) This policy shall encourage engagement of Apprentices in Government

Departments, Autonomous Bodies and Public Sector Establishments.

ii) To include the Government Departments which are not included under the Apprentice Act, 1961, according to the provisions of the Act, so as to train more and more apprentices. Within a financial year, each Government Establishment including Departments shall engage apprentices in a band of 2.5 percent. to 15 percent. of the total sanctioned strength of the establishment excluding contractual staff, subject to a minimum of 5 percent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices in case 15% of the total strength are engaged as apprentices.

iii) The minimum rate of stipend payable to apprentices per month shall be as per schedule below based on the qualifications stipulated in the curriculum. The minimum rate of stipend payable to apprentices per month shall be follows, namely:—

Serial Number	Category	Prescribed minimum amount of stipend
1	2	3
(i)	School pass-outs (class 5th - class 9th)	8000 per month
(ii)	School pass-outs (class 10th)	8000 per month
(iii)	School pass-outs (class 12th)	10000 per month
(iv)	National or State Certificate holder	10000 per month
(v)	Technician (vocational) apprentice or Vocational Certificate holder or sandwich course (Students from Diploma Institutions)	11000 per month
(vi)	Technician apprentice or diploma holder in any stream or sandwich course (students from degree institutions)	12000 per month
(vii)	Graduate apprentices or degree apprentices or degree in any stream	13000 per month

(iv) The Opportunities for which the category of apprentices shall be eligible will be as per the guidelines of NAPS and shall be chosen by the apprentices through portal <https://www.apprenticeshipindia.gov.in>

(v) In the case of Skill Certificate Holder, stipend payable per month shall be as per his/her educational qualification as mentioned in the table above.

(vi) Duration of training period is either one year or as per the duration of trade whichever is higher.

(vii) In the case of National or State Certificate holder, the period of training already undergone by him or her in a school or other institution recognized by the National Council or State Council, shall be taken into account for the purpose of determining the minimum payable rate of stipend.

(vii) In the case of Fresher apprentice, during Basic Training for a period up to three months, the stipend amount to be paid by the establishment shall be 50 percent of the prescribed stipend. Further the pass-out trainees of the courses of the Pradhan Mantri Kaushlya Vikas Yojana (PMKVY) and Modular Employable Scheme (MES) do not require the basic training and they can directly enter the apprenticeship training. According to this provision so that the trainees can join as apprentices.

8. *Policy targets.*— Target under the Policy shall be to train 5000 apprentices per financial year across various sectors.

9. *Implementing agencies.*— The State Apprenticeship Adviser (SAA) is implementing agency in respect of Apprentices Engagement for State Government Department State Public Sector Establishment's & Autonomous Establishments falling under their jurisdiction as per the Apprentices Act, 1961. State Apprenticeship Advisor is the appropriate authority in respect

of any Government Establishment other than those falling under the Central Government jurisdiction.

10. *Key features.*— Implementation of the Goa Chief Minister's Apprenticeship Policy for Government Establishment-2023 shall serve two fold purpose, first the apprentice engagement shall enhance in various Government Establishments, Autonomous Bodies and State Public Sector Establishment's thus engaging youth of Goa and secondly to add extra manpower to cater to the needs of public in more efficient manner.

11. *Ease of administering.*— The Government Establishments registered on the apprenticeship portal <https://www.apprenticeshipindia.gov.in> under the jurisdiction of State Apprenticeship Advisor will be deemed to get the benefit under the Policy.

Presently National Apprenticeship Portal being used for administering the implementation of the Apprenticeship Training will address the requirements of all key stakeholders.

12. *Involvement of stake holders.*— As per the Apprentices Act, monitoring of apprenticeship training in State for Public Sector Undertakings, Government Establishments, and Autonomous Establishments is done by State Apprenticeship Advisor for the youth of Goa.

13. *Promoters and Facilitators for CMAP for Government Establishment-2023.*— Facilitators/Promoters in the system are essential for mobilizing the apprentices. Since this Policy involves multiple stakeholders, the role of facilitators becomes important. Facilitators can also create awareness among the employers which is generally lacking in the State. The facilitators can also play a major role in coordinating between employers and State Government for smooth functioning of the Policy.

Committee comprising following members shall be constituted as Facilitators/Promoters:—

i. State Apprenticeship Advisor (SAA)—Chairman.

ii. Representative of Public Sector Undertaking—Member.

iii. Representative of Industry—Member.

iv. Representative of Government Establishment—Member.

v. Representative of Industries, Trade and Commerce—Member.

vi. Representative of Labour & Employment—Member.

14. *Communication Campaign*.— Meetings/Workshops will be organized with all stakeholders including GCCI, GSIA, GPMA, TTAG, ASSOCHAM, CII, TPA, FICCI, local Industry chambers/clusters.

Publicity & advertisements using both print and electronic media, holding programs in association with Atmanirbhar Bharat-Swayampurna Goem, PMNAM etc. will be conducted.

15. *Implementation plan*.—

Eligibility of Employer.—

(a) Within a financial year, Government Establishment shall engage apprentices in a band of 2.5 percent. to 15 percent. of the total strength of the establishment excluding contractual staff, subject to a minimum of 5 per cent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices.

(b) Government Establishments must have PAN/TIN/TAN/GST to be registered on the National Apprenticeship portal <https://www.apprenticeshipindia.gov.in> and have a separate budget head for "Stipend & Scholarship".

(c) Establishment can engage apprentices of age eighteen and above in normal working hours of the establishment. Apprentices under the age of eighteen shall be engaged in such training between the hours of 8.00 am and 6.00 pm. Any relaxation in the same shall be approved by the Apprenticeship Adviser, on case to case basis.

Eligibility of Apprentice.— Person who is resident of Goa for 15 years and is fulfilling educational criteria as per Apprentices Act is eligible to make a contract of apprenticeship with the employer for apprenticeship training which has been approved by State Apprenticeship Advisor(SAA)/Competent Authority under the Act.

Apprentices can be engaged from the following categories:

1. Trade Apprentices.
2. Graduate Apprentices.
3. Technician Apprentices.
4. Technician (Vocational) Apprentices.
5. Optional Trade Apprentices.

Trainees who have completed PMKVY/MES-SDI courses or courses approved by State Governments/Central Government, 10+2 vocational certificate holders (Apprentices who are not covered under NATS administered by MHRD), candidates who possess minimum educational qualification required for a trade and have not undergone any formal trade training (Fresher apprentices) can be engaged as apprentices. Duration of the Apprenticeship training shall be governed as per Apprentices Act, 1961.

16. *Monitoring of the establishments*.— Monitoring is required to ascertain the status of implementation of the Policy. Therefore, it is expected that 5% to 15% of the total beneficiary establishments under the Policy would be subject to actual physical verification every year.

Establishments shall be selected on a computerized random basis for checking.

17. *Pattern of Assistance for Drawal/Expenditure*.— (1) The expenditure towards the implementation of the Policy shall be debited to the concerned Budget Head of Respective Government Establishment implementing the Policy.

(2) The Total Budget Outlay towards implementation of this Policy is projected to be approximately Rs. 78 Crores.

18. *Other Conditions.*— (a) The State Apprenticeship Advisor (SAA) shall be the final authority concerning the interpretation of these rules.

(b) Government may relax any of the provision of rules for good and sufficient reasons.

(c) The Establishment/Employer shall inform the apprentice engaged regarding the eligibility conditions of the related Policy.

(d) State Apprenticeship Advisor shall be the competent authority to approve the contract.

(e) Selection of trainees by Government Establishment shall be on first cum first serve basis subject to proximity of residence and other relevant factors to be decided by respective departments.

(f) Apprenticeship training shall be treated as experience in Government Departments.

19. *Recovery of above benefits (Chief Minister Apprenticeship Policy for Government Establishment-2023).*— Excess amount (not

due) received from Government of Goa in respect to stipend paid is recoverable.

Similarly, any of the above claim sanctioned, may be liable to be cancelled/forfeited/recovered in the event of any apprentice claim for non-domicile apprentice is claimed by the Establishment.

Similarly, any of the above cited benefits granted, may again be liable to be cancelled/forfeited/recovered/discontinued, if at any stage, the information furnished by the Establishment/Employer/Candidate is found to be either, incorrect or if the claim has been reimbursed by suppressing any material facts. The final decision, as to any recoveries to be made, as above, shall be subject to the discretion of the competent Government Authority.

This issues with concurrence of Finance (Exp.) Department vide their U. O. No. 1627 dated 15-06-2023.

Jyoti Kumari, IAS, Director (Skill Development & Entrepreneurship).

Panaji, 15th June, 2023.

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